

LAWRENCE D. ANDERSON
ValueOptions, Inc.
Senior Vice President, Human Resources

PROFESSIONAL EXPERIENCE

ValueOptions, Inc. **2006-Present**
Senior Vice President, Human Resources

- Responsible for all Human Resources functions at ValueOptions, Inc. including compensation, benefits, staffing, HRIS, payroll, and employee relations.

Wellpoint, Inc. **2002-2006**
Vice President of Human Resources

- Responsible for providing HR leadership to a wide variety of business functions including all corporate entities and a \$4B operating division responsible for all Senior, Specialty and State Sponsored Business. This included WellPoint's behavioral health and Medicaid businesses. Key accomplishments include providing HR support to three large mergers, a major technology outsourcing initiative and numerous business process reengineering and outsourcing projects.

Wellpoint, Inc. **1997-2002**
Staff Vice President/Director, Employee Relations

- Created a strategic Corporate Employee Relations function including significantly improved company-wide employee retention and engagement results and overseeing the HR policies and practices integration team for two major acquisitions.

E&J Gallo Winery **1991-1997**
Director of Human Resources

- Established a start-up HR function in conjunction with a leadership transition and technology implementation, reduced employee benefit costs by 30 percent and led a team dedicated to correcting the stalled implementation of the first company-wide human resource information system (HRIS).

IBM Corporation **1983-1991**
• Held progressively responsible positions in both HR and Sales including Recruiter, Employee Relations Advisor, Manager of Employment & Placement and Account Marketing Representative.

EDUCATION

University of Minnesota
Master of Arts

University of Minnesota
Bachelor of Science – Business Administration